

Direct Hiring Authorities

What is Direct Hiring Authority (DHA)? An appointing authority that the Office of Personnel Management can give to Federal agencies for filling vacancies when a critical hiring need or severe shortage of candidates exists.

Why use DHA?

To expedite the hiring process and allow for greater chance of hiring qualified applicants by eliminating competitive rating and ranking with other Federal employees and by removing veterans' preference.

The 2 types of DHAs discussed in this document are:

- **Knauss DHA:** Signed in January of 2021; NOAA established in May 18th, 2021
- **CCA DHA:** Established in November 2019, supporting filling positions relating to National Marine Sanctuaries, Coral Reef and other estuary-related ecosystems

*Note there are other DHA that a Knauss Fellow may be eligible for.

Hiring Authority >>>>	Knauss DHA	CAA DHA
How Can I apply to a job using this DHA?	<ol style="list-style-type: none"> 1. Apply for open MAP (competitive service) announcements 2. Talk directly with potential employers 	<ol style="list-style-type: none"> 1. Apply for open MAP (competitive service) announcements or 2. Talk directly with potential employers
What is my eligibility for this DHA?	<ol style="list-style-type: none"> 1. Earned a graduate or postgraduate degree in a field related to ocean, coastal, and Great Lakes resources or policy from an accredited institution of higher education; AND 2. Successfully fulfilled the requirements of the fellowship within the executive or legislative branch of the United States Government. 	<ol style="list-style-type: none"> 1. Enrolled in graduate/postgraduate school at the onset of the fellowship (February); AND 2. Successfully fulfill the requirements of the fellowship; AND 3. Subsequently graduated from graduate/post graduate school (this also includes those who were a student at the start of the fellowship, graduate and then go back for another degree)
How long, and from what point am I eligible for this DHA?	From 2 years of receiving your completion certificate. This certificate will be awarded in 10 months after the start of the Fellowship OR following a subsequent graduation.	From 2 years of graduation
What agencies use this DHA?	All Federal Agencies	All NOAA Line Offices , U.S. Fish & Wildlife Service and some other DOI agencies
Are there any limitations for band level?	None	There are certain band level restrictions for this type of DHA. These positions are limited to Band 2/3 (NOAA) or; GS5-11 or CAPS equivalent
Link to legislation and hiring bulletin	Legislation: Link here hiring bulletin: Link here	contact cca.dha@noaa.gov for any questions

Other important information:

- Entire hiring process needs to be completed while eligibility is still in place
- You can use your DHA as many times as you would like during your 2 years of eligibility

Resources:

- [OPM Hiring Authorities Link](#)
- [OPM Direct Hiring Authority Fact Sheet](#)
- Email cca.dha@noaa.gov with any DHA related questions